

Minutes of the meeting of the Human Resources Committee of the Board of Directors of the Cook County Health and Hospitals System (CCHHS) held Tuesday, August 20, 2019 at the hour of 9:00 A.M. at 1950 W. Polk Street, in Conference Room 5301, Chicago, Illinois.

I. Attendance/Call to Order

Chair Richardson-Lowry called the meeting to order.

Present: Chair Mary B. Richardson-Lowry and Directors Mary Driscoll, RN, MPH and Sidney A. Thomas, MSW (3)

Board Chair M. Hill Hammock (ex officio) and Director Ada Mary Gugenheim

Absent: Director Heather M. Prendergast, MD, MS, MPH (1)

Additional attendees and/or presenters were:

Michael Alebich, DO – John H. Stroger, Jr.
Hospital of Cook County

Jeff McCutchan –General Counsel

Beena Peters, DNP, MS, RN, FACHE – Chief
Nursing Officer

Carrie Pramuk-Volk – CCH Employment Plan
Officer

Barbara Pryor –Chief Human Resources Officer

Deborah Santana – Secretary to the Board

John Jay Shannon, MD – Chief Executive Officer

II. Public Speakers

Chair Richardson-Lowry asked the Secretary to call upon the registered public speakers.

The Secretary responded that there were none present.

III. Action Items

A. Minutes of the Human Resources Committee Meeting of June 18, 2019

Director Driscoll, seconded by Director Thomas, moved to accept the minutes of the meeting of the Human Resources Committee of June 18, 2019. THE MOTION CARRIED UNANIMOUSLY.

B. Any items listed under Sections III and VI

IV. Report from Employment Plan Officer (Attachment #1)

Carrie Pramuk-Volk, CCH Employment Plan Officer (EPO), reviewed her presentation on the 10th EPO Semi-Annual Report, which included information on the following subjects:

- Employment Plan Updates
- Monitoring and Investigations
- Employment Activity

V. Report from Chief Human Resources Officer (Attachment #2)

Barbara Pryor, Chief Human Resources Officer, reviewed her report, which included information on the following subjects:

- House Staff 2019
 - Cook County Health (CCH) Clinical Participants
 - Medical Education at Cook County Hospital (now John H. Stroger, Jr. Hospital of Cook County)
 - Unique Opportunities in Training
 - Quality of Care
 - Retention of Graduates
- Workforce Development
 - Cook County Health Fellows and Externship
 - Connecting Adolescents Resources Education Employment (C.A.R.E)
- Metrics:
 - Important Performance Data
 - HR Activity Report through 7/31/19
 - Separations by Classification through 7/31/19
 - Open Vacancies
 - Hiring Snapshot through 7/31/19
 - Appendix – Nursing and Finance Hiring Snapshot through 7/31/19

Ms. Pryor and Dr. Michael Alebich, Attending Physician VIII at John H. Stroger, Jr. Hospital of Cook County, reviewed the information relating to House Staff 2019.

With regard to slide 8 of the presentation, it was noted that the Department of Radiology should reflect 27% retention of graduates, not 3%.

With regard to the subject of retention of graduates, Board Chair Hammock asked how long these staff remain at CCH once hired. Dr. Alebich responded that he can provide that information to the Committee through the Chair. Dr. Shannon indicated that, historically, they would remain for the bulk of their career, but when the pension arrangement changed for new hires, it made it more challenging to recruit and retain these staff. He stated that the administration will need to consider different incentives and/or salary structures for this group.

Chair Richardson-Lowry requested that information be provided to the Committee through the Chair on the diversity of the House Staff.

During the discussion of the information regarding Workforce Development, Director Driscoll inquired whether the Cook County Department of Public Health (CCDPH) has fellowships. Ms. Pryor stated that the information provided in this report is for non-clinical fellowships; CCDPH has a number of clinical fellowships, and she will provide information on those.

VI. Closed Meeting Items

- A. Report from Chief Human Resources Officer**
- B. Discussion of personnel matters**
- C. Update on labor negotiations**
- D. Discussion of litigation matters**

Attest:

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Deborah Santana, Secretary

Requests/Follow-up:

Request: Request made for information on how long House Staff remain at CCH, once hired. Page 2

Request: Request made for information on the diversity of the House Staff. Page 2

Request: Request made for information on CCDPH fellowships. Page 2